

Message Text

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SUBJECT: AALC PROPOSAL (BERNSTEIN STUDY) FOR PARTICIPATION IN
VOCATIONAL TRAINING IN SHABA

REF: STATE 110078

1. EMB LAB OFF DISCUSSED PROPOSED PROJECT WITH O'FARRELL OF AALC DURING APRIL LABATT CONF IN TUNIS. AT THAT TIME, HE REITERATED EMBASSY/AID GENERAL SUPPORT FOR PROPOSAL AS OUTLINED IN AMB VANCE'S LTR OF MAR 22, 1974. EMBOFF ALSO EXPRESSED RESERVATIONS ABOUT THOROUGHNESS AND SPECIFICITY OF BERNSTEIN STUDY, PARTICULARLY IN AREA OF WHAT MINING COMPANIES WANT AND NEED IN TRAINING AND HOW FAR THEY PREPARED TO GO TO SUPPORT PROJECT. DESPITE THESE RESERVATIONS, BERNSTEIN STUDY DID IDENTIFY NEED FOR TRAINED WORKERS, GENERAL DESIRE ON PART OF MINING COMPANIES TO HAVE AALC ASSIST IN TRAINING, PLUS EXISTENCE OF INSTITUTIONS CAPABLE OF DOING TRAINING WITH SOME MATERIAL AND TECHNICAL ASSISTANCE. AS STATED IN AMB VANCE'S LTR, IF PROJECT IS APPROVED, IMMEDIATE NEED WOULD BE FOR BILINGUAL PROJECT DIRECTOR TO COME TO ZAIRE TO PUB PIECES TOGETHER INTO COHERENT PACKAGE AND THEN PROCEED WITH IMPLEMENTATION. AALC LEADERSHIP RECOGNIZES THAT IT MUST TAILOR ITS PROGRAM TO REALITIES. SINCE MINING COMPANIES WILL DO BULK OF TRAINING THEMSELVES, AALC PLANS TO INITIATE MODEST PROGRAM, FOCUSED ON SPECIALIZED TRAINING NEEDS. THUS PROGRAM WOULD BE MANAGEABLE IN SIZE AND A VALUABLE CONTRIBUTION

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TO ZAIRIAN HUMAN RESOURCE MANPOWER DEVELOPMENT.

2. IN TERMS OVERALL AALC GOALS IN ZAIRE, EMB/AID BELIEVES IT SHOULD BEGIN SHIFT FROM WORKERS EDUCATION TO VOCATIONAL TRAINING AS WAY OF MAKING GREATER CONTRIBUTION TO COUNTRY. THANKS TO AALC ASSISTANCE OVER PERIOD OF YEARS, UNTZA NOW FULLY CAPABLE OF CARRYING ON WORKERS EDUCATION PROGRAM ON ITS O.ALC CONTRIBUTION TO ENLIGHTENMENT OF THOUSANDS OF WORKERS AND UNION MEMBERS CONCERNING THEIR RIGHTS AND OBLIGATIONS UNDER LABOR LAW HAS BEEN SIGNIFICANT. HOPEFULLY, IT CAN MAKE SIMILAR CONTRIBUTION TO DEVELOPMENT SKILLED WORKERS FOR EXPANDING COPPER MINING INDUSTRY. SUCH ACTIVITY NOT COMPLETELY NEW TO AALC ZAIRE. IN PAST IT HAS SPONSORED SECRETARIAL TRAINING PROGRAM IN COOPERATION WITH NATIONAL VOCATIONAL SCHOOL.

3. ALTHOUGH EMB/AID APPROVES IN PRINCIPLE OF AALC MOVE INTO VOCATIONAL TRAINING AREA, WE DO NOT BELIEVE BERSTEIN STUDY PROVIDES STRONG ENOUGH BASIS FOR APPROVAL OF \$468,000 FOR THIS PROJECT AT THIS TIME. FOLLOWING QUESTIONS IN PARTICULAR SHOULD BE ADDRESSED IN GREATER DETAIL BY AALC BEFORE FINAL DECISION MADE ON FUNDING: (A) WHY SHOULD AALC BE IMPLEMENTING THIS PROJECT IN LIEU OF ILO, WORLD BANK AND GOZ AGENCIES ALL OF WHICH APPARENTLY HAVE SOME FUNDS FOR VOCATIONAL TRAINING? B) AALC SHOULD INVESTIGATE AVAILABILITY OF WORLD BANK FUNDS FOR VOCATIONAL EDUCATION TO FUND NON-TECHNICAL ASSISTANCE ELEMENTS OF AALC PROPOSAL. C) HOW MUCH MONEY ARE MINING COMPANIES PREPARED TO COMMIT TO THIS PROJECT?

4. DESPITE ABOVE, IN ORDER TO ENCOURAGE AALC SHIFT INTO VOCATIONAL TRAINING EMB/AID RECOMMENDS THAT CONSIDERATION BE GIVEN TO APPROVAL OF FUNDING FOR HIRING OF PROJECT DIRECTOR WITH UNDERSTANDING THAT ADDITIONAL FUNDING CONTINGENT UPON PRESENTATION OF MORE COMPREHENSIVE PROJECT PLAN.
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